

Charter Oak-Ute CSD Charter Oak-Ute EA

7/1/2006 6/30/2007

An Agreement Between the

**CHARTER OAK-UTE
EDUCATION
ASSOCIATION**

and

**CHARTER OAK-UTE
COMMUNITY
SCHOOL DISTRICT**

2006-2007

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This Contract has been entered into by the Board of Directors of the Charter Oak-Ute Community School District and the Charter Oak-Ute Education Association of the Charter Oak-Ute Community School. Contract Agreement is for the 2005-2006 school year.

CHARTER OAK-UTE BOARD OF DIRECTORS

Betty Lou Olson, President
William Magill
Valeta Pautsch
JoAnne Seufert
Dean Stailey
Rollie Wiebers, Superintendent

CHARTER OAK-UTE EDUCATION ASSOCIATION NEGOTIATING TEAM

Amanda Sanchez
Dave Seieroe

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing quality education for the students of the Charter Oak-Ute Community School District is their mutual desire.

WHEREAS, the parties have reached certain understanding, which they desire to conform in this Agreement, it is agreed as follows:

DEFINITIONS

1. The term "Board" as used in this Agreement shall mean the Board of Directors of the Charter Oak-Ute Community School District or its duly authorized representative.
2. The term "employee" as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board
3. The term "Association" as used in this Agreement shall mean the Charter Oak-Ute Education Association or its duly authorized representative or agents.

COMPLIANCE CLAUSES AND DURATION

Separability

If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsiding except to the extent permitted by law, the Board and the Association shall enter into negotiations within a reasonable time to replace said provision. All other provisions or applications shall continue in full force and effect.

Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other pursuant to the provision(s) of this Agreement, either party shall do so by letter at the following designated addresses or at such other addresses as may be designated by a party in written notification to the party. Any change in the designee will be by written five- (5) day notice of the other party to the contract.

Association Designate:

Association President
Charter Oak-Ute Community School
Charter Oak, Iowa 51439

Board Designate:

Board Secretary
Charter Oak-Ute Community School
Charter Oak, Iowa 51439

Duration Period

This Agreement shall be effective as of July 1, 2005 and shall continue in effect until June 30, 2006. Language is open to negotiations upon mutual agreement.

GRIEVANCE PROCEDURE

Section I

- a. A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

Section II

- a. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- b. Failure by a grievant to act within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement in writing.
- c. It is agreed that any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption of the instructional program.

Section III

a. First Step

An attempt shall be made to mutually resolve any grievance in informal verbal discussion between the complainants and their designees and his/her Principal. This must be completed within fourteen (14) days of the date of the alleged grievable act. An extension of time for informal discussion to take place may be provided due to extenuating circumstances, providing there is mutual agreement in writing to such an extension.

b. Second Step

If the grievance cannot be mutually resolved informally, the aggrieved teacher shall file the grievance in writing. The written grievance shall state the actual grievance, shall state the specific clause or clauses of the contract alleged to be violated, and shall state the remedy or remedies requested. The filing of the formal written grievance at this level must be made within twenty-one (21) days from the date of the occurrence of the event-giving rise to the grievance. The Principal shall make a decision on the grievance and communicate it in writing to the teacher within five (5) school days after receipt of the grievance.

c. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file within seven (7) days of the Principal's written decision as the second step, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is filed, the aggrieved, his/her designee and the Superintendent shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) days of the third step grievance meeting and communicate it in writing to the teacher, the Association and the Principal.

d. Fourth Step

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial binding arbitration. The Association may submit in writing a request on behalf of the Association and the grieving teacher to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The Federal Mediator and Conciliation Service (FMSC) will be requested to provide a panel of seven (7) arbitrators. Within ten (10) school days of the receipt of the panel of arbitrators, the parties shall meet to determine the arbitrator as follows: by lot, each of the two parties will alternately strike one name from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on the parties. Expenses of the Arbitrator's services shall be borne equally by the school district and the Association.

The Arbitrator in his decision shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the school district and the Association and his decision must be based solely and only upon his interpretation of the meaning of application of the express language of the Agreement.

Section IV.

This grievance procedure shall not be used to grieve any Chapter 279 termination.

GRIEVANCE FORM

Date Filed _____

CHARTER OAK-UTE COMMUNITY SCHOOL
BUILDING

Aggrieved Person

Distribution of Form

1. Charter Oak-Ute Education Association
2. Principal
3. Superintendent
4. Employee
5. Board Members

A. Date violation occurred _____

B. Section of contract violated _____

C. Statement of grievance _____

D. Relief sought _____

Date

Signature

E. Disposition by Principal _____

Date

Principal's Signature

Level III

A. _____
Signature of Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or designee

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Date _____ Superintendent _____

Level IV

A.

B. _____
Date Submitted to Arbitrator Date Received by Arbitrator

C. Disposition and award of Arbitrator _____

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Date of Decision _____ Signature of Arbitrator _____

STAFF REDUCTION

In the event the Board determines that it is necessary to have a reduction in staff, the following procedure shall be followed:

The authority for determining numbers and assignments of staff rests exclusively with the Board of Directors.

Staff reduction shall be accomplished within the administration units, Elementary (K-6) and Junior/Senior High (7-12). Reductions in the 7-12 unit shall be accomplished within curricular areas of these units.

When in the discretion of the Board of Directors a reduction in staff must be made, the administration shall attempt to accomplish same by attrition, given the necessity to hire or maintain the most competent and qualified staff available in the interest of perpetuating the highest quality education program possible, the administration in determining which employees are to be reduced will consider the need to maintain programs of the district and then the relative skill, competence, ability and qualifications of the available teachers in the administrative unit. If these two considerations are relatively equal among the affected employees then contract renewals will be given to the teacher(s) with the greater full-time length of service in the district.

An employee terminated pursuant to this policy and assigned immediately prior to the effective date of that termination to the K-6 administrative unit shall have recall rights in that administrative unit. An employee terminated pursuant to this policy and assigned immediately prior to the effective date of the termination to the 7-12 administrative unit shall have recall rights in the curricular area in which the employee had been assigned immediately prior to the effective date of his/her termination.

Employees shall have recall rights for one (1) year from the effective date of his/her termination and shall be recalled to available positions in such professional categories in reverse order of termination.

Laid off employee's advise the Superintendent of their current addresses and other employment during layoff. If an employee fails to notify the Superintendent of a change of address or fails within ten (10) days of receipt of notice of recall to advise the Superintendent of the employee's desire and availability to return to work, any recall rights shall terminate.

INSURANCE

Coverage

The Board shall provide all employees the long-term disability, accidental death and dismemberment and life insurance currently being provided by the Board. The Board shall also pay up to \$622 per month, per employee for the hospital

and major medical insurance and dental currently being provided by the Board. The difference between the single employee premium and \$622 may be applied at the election of eligible employees toward the cost of family hospital and major medical insurance. Employees who are not eligible for family coverage may elect to take the difference between the single employee premium and \$622 in salary.

For part-time employees, the district will pay only the percentage of the insurance cap for hospital, major medical and dental insurance equal to the percentage that the teacher is employed as compared to full time. In the event a part-time employee elects not to take hospital major medical and dental insurance, the employee is only entitled to the difference between what the Board's cost would have been and the percent of the cap equal to the percent of time employed compared to full time.

The Association agrees to cooperate with pre-authorization of care.

Selection of Carriers

All insurance program carriers shall be selected by the Board.

TEACHER EVALUATION

Formal observations for the evaluation of teachers are to be made by the administration. All first year teachers and probationary teachers will have their classroom performance observed at least three (3) times a year; two (2) of which shall be conducted prior to the end of the second trimester. All other employees will have their classroom performances formally observed at a minimum every three- (3) years.

A conference will be held between the teacher and the evaluator prior to the time the written evaluation is placed in the teacher's file, unless an observation indicates the possibility of disciplinary actions against the teacher. Then a meeting shall be held within ten (10) school days of that formal observation. The teacher and evaluator will sign the evaluation form supplied by the school district. The teacher's signature does not necessarily indicate agreement with the evaluator, only that the evaluated staff member is aware of the evaluation. The teacher will be given a copy of this evaluation. Technology will be an added component of the evaluation tool.

The purpose of the evaluation process in the district is two-fold; primarily for the improvements of instruction, but also as a factor determining further employment recommendations.

EMPLOYEE WORK YEAR

In-School Work Year (Regular Contract)

The normal teaching contract shall be not more than a period of one hundred ninety (190) days of which there shall not be more than one hundred eighty (180) days spent in actual classroom teaching for those on the normal nine (9) month contract unless modified by law under DPI regulations. Teachers who are required to work additional days beyond the 190 contracted days due to changes in law by state mandates, shall be paid on a per diem rate based on their salary for the school year in which the extra days are required. The holidays referred to in paragraph B are contracts. The length of the extended contract shall be determined by the Board. The employee shall be paid a per diem rate based on their pay during the regular school year. Of the above 190 days, there shall be an in-service day between the first and second trimester and an in-service day between the second and third trimester.

Holidays

The regular and extended contract of certified employees shall include five (5) paid holidays. Such paid holidays shall include Labor Day, Thanksgiving, Christmas, New Year's Day and Memorial Day. No certified employee shall be required to perform duties on any of the aforementioned holidays or non-paid period of vacation. The Board reserves the right to use spring vacations for makeup days. When January 1 falls on a Sunday, Monday or Tuesday, January 2 will be declared an additional vacation day.

EMPLOYEE WORK HOURS

The hours of the regular school day shall be determined by the Board. Employees may be dismissed at the end of the student day in order to keep medical, dental or legal appointments, to attend to necessary courthouse business, or to attend school activities. Employees also may be dismissed at the end of the student day if the employee has evening extra-curricular or extra-duty assignments. Early dismissal shall only be granted if the teacher has no further supervisory duties during the regular workday. Normally teachers are expected to work an 8-hour day. When administrative directive requires their attendance at activities fifteen minutes to one-half hour prior to the start of the regular day, the teacher(s) may be released on equivalent amount of time at the end of the day. Teachers who work with early classes that start before the normal school day, will be allowed to leave early, upon Superintendents approval.

TRANSFER PROCEDURES

The Board shall have the right to assign employees to positions to meet the educational needs of the district. The Board will endeavor to give employees

reasonable advance notice of any transfers, but reserves the right to make short notice reassignment to meet exigent circumstances

SICK LEAVE

Sick Leave Policy (Cumulative)

Public school employees may be ~~granted~~ leave of absence for individual or family medically related disability with full pay in the following amounts:

The first year of employment	11 days
The second year of employment	12 days
The third year of employment	13 days
The fourth year of employment	14 days
The fifth year of employment	15 days
The sixth and subsequent years of employment	16 days

The above amount shall apply only to consecutive years of employment in the Charter Oak-Ute Community School District and unused portions shall be cumulative to a total of 120 days. When the 120-day limit is reached, further leave does not automatically accrue during the current year. At the Superintendent's request, teachers claiming sick leave privileges shall file a doctor's certificate attesting to such illness.

All days of each individual year can be used for either family or individual illness. All carry over days can only be used for employee illness. For extended family illness leave during the contracted year, teachers' pay will be deducted equal to the substitute pay. Current year leave must be exhausted before employees will be able to use their carryover days.

Family is defined to mean the following: spouse, child, parent, parent-in-law or ~~any other member~~ of the immediate household of the employee. This leave is not cumulative.

SICK LEAVE BANK

First and second year teachers and those who have not accumulated at least 20 days of sick leave would only have to contribute one sick day. Individual teachers may contribute up to two (2) days of sick leave per year to the sick leave bank. The total of all sick leave donations shall not exceed 60 days per year. If the number of teachers donating days does not equal 60 days, individual teachers may donate more days, beyond the two original to get the bank to 60 days.

Donated sick leave days will not be returned to the donor if unused and there will be no carryover of sick leave bank days from year to year.

Donated sick leave days will only be available to teachers who have:

1. donated days to the bank for the year in which they are requested
2. who have used all of their paid leave days
3. have not yet met the elimination period for long term disability insurance
4. suffer from a serious health condition as defined in the Family and Medical leave Act, 20 Code of Federal Regulation §25.1
5. leave could be used for personal or family conditions, that qualify (Family defined as: spouse, child, parent, parent-in-law or any other member of the immediate household of the employee).

Requests for use of donated sick leave days will be submitted to the Board Secretary on a form supplied by the district. The decision of whether to provide donated sick leave benefits to an employee shall be made by the Association President. The Superintendent will review the request to see that correct procedures are followed. Each eligible employee may take up to twelve (12) days per year if they qualify for sick bank leave.

Enrollment cutoff date is September 15.

PERSONAL LEAVE

Three days of personal leave may be granted per year, but subject to the following restrictions and limitations:

1. Up to three (3) teachers, based on seniority, may take personal leave before or after holidays. They may not take personal leave before or after holidays unless approved by the Superintendent. Leave must be finalized two (2) weeks before the date requested, except in emergencies.
2. An employee planning to use personal leave must notify the Superintendent at least one (1) week in advance except in cases of emergency.
3. Staff members are allowed to carry over one (1) unused personal day into a succeeding year. Under no circumstances may a teacher use more than three (3) days in any single year. (If a teacher uses one (1) day in a year they may carry the other day to the following year. The carry-over day becomes effective for the following academic year.)
4. Teachers may choose to receive financial compensation at the rate of substitute teacher pay for up to two (2) days of unused personal leave. Accepting financial compensation for a day is the same as using the personal leave. Such requests can only be acted on in the months of April or May of each school year unless approved by the superintendent.

5. Teachers who do not have three days of personal leave accumulated may take a third day but their pay will be deducted at the rate of a substitute teacher.

PROFESSIONAL LEAVE

The Board may grant upon application by the employee and acceptance by the Superintendent one (1) day of employee professional leave to be used for educational purposes. However, the total number of professional leave days granted per year shall not exceed twenty (20). Travel, meals and registration fees shall be deemed appropriate expense. The employee shall request professional leave at least one (1) week in advance.

EXTENDED LEAVE OF ABSENCE

Pregnancy

Pregnancy will be treated as an illness and subject to all the contract section regarding sick leave. The employee's physician will determine when the employee's physical condition is such that she should begin her sick leave. The notification will be submitted by the physician in writing to the Superintendent. The employee's physician will also determine when the employee's physical condition is such that she may return to work. This notification will also be in writing to the Superintendent. It is the responsibility of the employee to assure the proper notification as outlined above is on file in the Superintendent's office and sick leave will not be granted until such notification from the physician has been received. If the employee exhausts all her accumulated and current sick leave and has not been released by her doctor to return to work, the situation will be handled as leave without pay. The employee's pay will consequently be withheld on a per diem basis until she returns to work.

Extension Without Pay

Extended leave without pay for up to one (1) year may be granted upon request of the employee and with physician's statement indicating the reasons for the need of said extension. This could be for the mental or physical health of the employee.

Educational Improvement

A leave of absence without pay of up to one (1) year and with the approval of the Board may be granted any employee upon application for the purpose of engaging in study of an accredited college or university reasonably related to professional responsibilities. Upon return from such leave the employee shall be placed at the employee's previous step on the salary schedule. The employee may also continue to participate in the insurance program at the employee's own expense.

Travel and Exchange Leave

An employee may be granted up to one (1) year of leave without pay to travel for educational purposes or to participate in a teacher exchange with an educator from a foreign country. Upon return from such leave the employee shall be placed at the employee's previous step on the salary schedule. The employee may also continue to participate in the insurance program at the employee's own expense.

Conditions

1. If the employee is granted an extended leave for a specific purpose and thereafter fails to pursue that purpose during the term of such leave, the Superintendent may revoke the leave. Notice of the revocation of the leave shall be mailed to the employee; addressed to his/her last known address by certified mail, return receipt requested. Such notice shall advise the employee to report for assignment to the classroom within fifteen (15) days as designated by the Superintendent and in the event the employee fails to report, the employee's contract will be discharged.
2. Any employee granted a leave of absence for one (1) year should notify the Superintendent by February 15 whether said employee intends to return to teach for the following school year. Said notification shall be in writing and shall state whether the employee intends to return to work or resign. A failure to give such notification by said time shall be treated as a resignation.
3. Upon return from an extended leave, the employee shall be assured of some position with the district, but the district shall not be required to place the employee in the same position he/she left to enter the leave.
4. An individual hired to replace an employee on extended leave shall be subject to discharge upon the employee's return and such discharge upon the employee's return shall not be covered by the staff reduction procedures.

Limitations on Granting of Leave

The granting or denial of extended leave of absence is in the sole discretion of the Board of Directors or its designee and is not subject to grievance. No more than one employee in grades K-6 and no more than one employee in grades 7-12 may be on extended leave at the same time for either educational improvement or travel and exchange leave. No other employees may be approved for such leave until one of the employees on leave returns from such leave or is no longer employed by the district.

Limitation of Right to Grieve

Neither the Association nor employees who are hired to replace employees on extended leave of absence may grieve the non-renewal of the replacement employee's contract when the employee on extended leave returns from such leave.

TRAVEL REIMBURSEMENT

The district shall reimburse employees for use of the employee's personal automobile at the rate of 35 cents per mile for all approved travel requested by the district. No mileage will be paid to any employee for driving to his/her regular place of work at the beginning of the workday or to any employee for driving home from the end of the workday regardless of the distance involved.

Employees will be reimbursed for out-of-pocket lodging, registration fees and meal costs incurred as a result of Board approved trips outside the district. Such trips must be approved in advance. Reimbursement is subject to reasonable ceilings established by the Board.

BEREAVEMENT LEAVE

Up to ten (10) days of leave may be granted at any one time in the event of the death of the teacher's spouse or child. Up to five (5) days may be granted at any one time in the event of the death of any member of the teacher's immediate family. However, immediate family is limited to the following: parent, parent-in-law, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, grandchildren or any other member of the employee's immediate household actually residing with the employee. Up to two (2) days of leave may be granted in the event of a death of aunts, uncles, nieces, nephews, grandparents, and those of spouse. Days may be taken non-consecutively but must be taken within a two week period.

WAGES AND SALARIES

Schedule

The salary of each employee shall be in accordance with the regular salary schedule attached hereto and made a part of hereof. The schedule includes Phase I and Phase II funds. If Phase I and Phase II funds are reduced/increased then the salary schedule should be adjusted to reflect that change.

Placement on Salary Schedule

1. Adjustment to Salary Schedule

Employee shall be placed on their proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph 2 below and in accordance with their placement on the 2004-2005 salary schedule.

2. Teacher Experience

Placement upon initial employment in the school district shall be at the discretion of the administration.

Advancement on Salary Schedule

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall be placed on the step corresponding with that to which they would have been entitled had they remained in their former educational lane. An employee, if eligible, shall be entitled to move both horizontally and vertically in the same year; however, the employee shall be granted only one (1) vertical step on the salary schedule.

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their education classification is reached. A year of service consists of continuous employment in the district if service starts not later than the end of the first semester. As a matter of discipline, payment of the increment can be withheld for just cause. Discipline includes inadequate teaching performance.

SUPPLEMENTAL PAY

Extra-Curricular Schedule

All employees who are assigned the extra-curricular activities listed on the extra-curricular schedule shall be paid in accordance with the extra-curricular schedule.

Timer, Scorer, Bus Chaperone and Officiating Pay

Timers, scorers, bus chaperones and officiating pay shall be in accordance with the attached schedule.

Ticket Selling, Ticket Taking, Hall Duty at School Events

The selling and taking of tickets and supervisory duty at varsity football, volleyball and basketball games shall be paid in accordance with the extra-duty pay schedule.

Chaperoning at Dances and Music Programs

Teachers chaperoning dances and music programs, outside their area of responsibility, shall be paid in accordance with the extra-duty pay schedule.

**The Board retains its right to assign the above work or duty to employee.*

IN-SERVICE

A joint in-service committee composed of three (3) members will be formed to study the in-service and professional development needs of the staff. Two members of this committee will be appointed by the Association and one (1) member will be appointed by the Board. Although the in-service committee can

make recommendations, actual implementation of any committee recommendations will be at the exclusive discretion of the Board.

PAYROLL DEDUCTIONS

Any employee who is a member of the Association or who has applied for membership may sign and deliver to the Board an authorization at least ten (10) days prior to payday for payroll deduction of professional dues in a dollar amount per month and any employee may terminate said dues check-off by giving thirty (30) days written notice to the Board.

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for dues check-off and monthly remit the dues with an accounting to the Association.

REIMBURSEMENT OF CHAUFFEUR'S LICENSE

A certified staff member who obtains a school bus driver's permit shall upon application be paid the difference between the cost of a regular driver's license and a chauffeur's license. The payment shall be made only once during the life of the chauffeur's license.

SALARY SCHEDULE
2006-2007

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
1	(22161) 23000	24261	25861	27511	29211	30961
2	(22826) 23600	24991	26591	28241	29941	31691
3	(23491) 23700	25721	27321	28791	30671	32421
4	24156	26451	28051	29701	31401	33151
5	24821	27181	28781	30431	32131	33881
6	25486	27911	29511	31161	32861	34611
7	26151	28641	30241	31891	33591	35341
8	26816	29371	30971	32621	34321	36071
9	27481	30101	31701	33351	35051	36801
10	28146	30831	32431	34081	35781	37531
11	28811	31561	33161	34811	36511	38261
12	29476	32291	33891	35541	37241	38991
13		33021	34621	36271	37971	39721
14			35351	37001	38701	40451
15			36081	37731	39431	41181
16			36622	38461	40161	41911
17			37172	39038	40891	42641
18			37729	39623	41504	43371
19			38295	40218	42127	44022
20			38869	40821	42759	44682
21			39453	41433	43400	45352
22			40044	42055	44051	46032
23			40645	42686	44712	46723

Staff members that have reached the end of the pay schedule in the BA30, MA and MA15 lanes will receive longevity pay at a 1.5% increase. Longevity pay will be determined by adding the previous year's salary to adjustments made to the current year's salary schedule, then multiplying by 1.5%. Longevity begins at BA+30 Step 16, MA Step 17, and MA+ 15 Step 18.

Example	Previous Year	30,850.00
	Current Adjustment	500.00
	Total	31,350.00
		x .015
	Longevity	470.25

The salary schedule will show \$23,000 as our base salary with the appendix showing \$21,461 as the starting salary for the appendix. The appendix will be used to determine the % for extra-curricular pay and will also become the base for all salary schedules if Phase money is changed by the state or new salary components are added or subtracted by the state.

EXTRA CURRICULAR PAY SCHEDULE
2006-2007

		Dollar Amount
High School Head Coach	11.5%	\$2,549
High School Assistant Coach	8.5%	\$1,884
Instrumental Music	7.25%	\$1,607
Annual	6.5%	\$1,440
All School Play	6.5%	\$1,440
Speech Activities	6.5%	\$1,440
Vocal Music	6.5%	\$1,440
FFA	6.5%	\$1,440
Junior High Head Coach	6.0%	\$1,330
High School Cheerleading Sponsor	6.0%	\$1,330
Junior Class Sponsor	6.0%	\$1,330
Assistant Junior Class Sponsor	4.5%	\$997
Junior High Assistant Coach	4.0%	\$886
Student Council	4.0%	\$886
Newspaper	4.0%	\$886
National Honor Society	1.5%	\$332

EXTRA- DUTY PAY SCHEDULE
2006-2007

<u>Timer</u>	<u>Varsity</u>	<u>J.V.</u>	<u>J.H.</u>
Football	\$9.50/game	\$8.00/game	\$7.00/game
Basketball	\$7.00/game	\$6.00/game	\$5.00/game
Volleyball	\$12.00/session		\$7.00/session
<u>Scorer</u>	<u>Varsity</u>	<u>J.V.</u>	<u>J.H.</u>
Basketball	\$7.00/game	\$6.00/game	\$5.00/game
Volleyball	\$12.00/session		\$7.00/session

Bus Chaperone

\$30.00 - Assigned teacher must find replacement

Ticket Selling (Football-Basketball-Volleyball)

\$12.00 per event - Assigned teacher must find replacement

Ticket Taking (Football-Basketball-Volleyball)

\$12.00 per event - Assigned teacher must find replacement

Supervisory Duty (Football-Basketball-Volleyball)

\$12.00 per event - Assigned teacher must find replacement

Chaperone Dance

\$18.00 per dance - Assigned teacher must find replacement

Elementary Music Program

\$12.00 per event.

Bus Driver

\$14.00 - Teacher driving bus to event where teacher also has additional duties

\$12.00 - Teacher driving bus to shared school program for games or practices

Saturday School

\$10 per hour

****During the school year each teacher shall perform an extra-duty function as found above without pay.***

PRINTING AGREEMENT

Copies of this agreement shall be printed at the joint expense of the Board and the Association after agreement on format within thirty (30) days after the Agreement is signed. The Association shall be responsible for distributing copies of the Agreement to members of the bargaining unit. There shall be no more than fifty (50) copies printed per year. All expenses to be shared equally by the Board and the Association.

SIGNATURE CLAUSE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Negotiators and their signatures placed thereon all on this 20th day of February, 2006

CHARTER OAK-UTE EDUCATION ASSOCIATION

By Amanda L. Sanchez
PRESIDENT

By W. Sue Seierse
VICE PRESIDENT

By Amanda L. Sanchez
CHIEF NEGOTIATOR

CHARTER OAK-UTE COMMUNITY SCHOOL
BOARD OF DIRECTORS

By Betty Lou Olson
PRESIDENT

By Cathy Carson
BOARD SECRETARY

By Betty Lou Olson
CHIEF NEGOTIATOR